

Exhibit 3

June 10, 2024, email from Joan Kane, HCA Healthcare,
to Samuel Shaw, SEIU NV, Re Sunrise Hospital-
violations of CBA

From: Kane Joan <Joan.Kane@HCAhealthcare.com>
Sent: Monday, June 10, 2024 9:58 AM
To: Samuel Shaw - SEIUnv <Sam.Shaw@SEIUNV.org>
Cc: Snyder Kidist <Kidist.Snyder@hcahealthcare.com>; Jason Klumb - SEIUnv <JKlumb@SEIUNV.org>; Fabiola Morales - SEIUnv <fmorales@seiunv.org>; Ralaya Allen <ralaya@gmail.com>; Erika Watanabe <ewatanabe2@mac.com>
Subject: Sunrise Hospital- violations of CBA

Sam-

While it was great to see you last week, I am now reporting some very disappointing actions which need to be addressed and resolved immediately.

First...last Friday (6/7/24), Quentinn, Salah and Patrick all provided (appropriately) notice of access to the Hospital.

Quentinn then provided notice (See attached email) of literature being distributed. Our CBA provides for:

6.1.2 A copy of the literature being distributed will be delivered to the Director of Labor Relations at the time of the distribution. All literature distributed by the Union and/or the Hospital will comply with the provisions of Article 58.

The Hospital did NOT receive a copy of the CBA which the Union is distributing. Please correct, immediately.

Secondly....A very significant problem and highly disappointing (as well as contrary to the CBA).

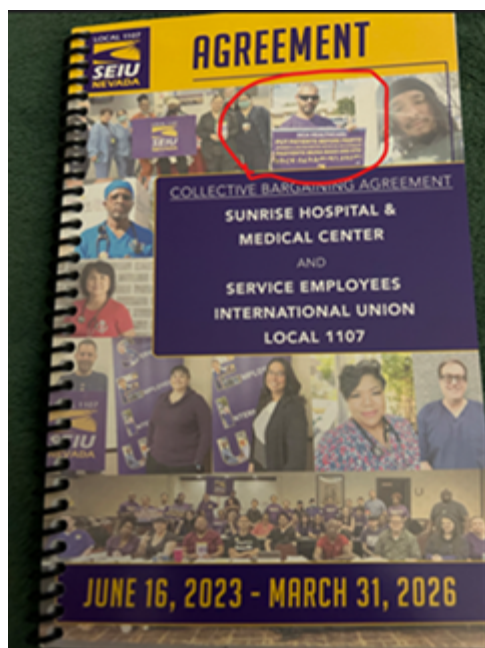
The cover of the Union's newly printed CBA- see below- violates Article 58...

ARTICLE 58

MUTUAL RESPECT AND COMMITMENT

58.1 The Parties agree to conduct their relationship in a manner that reflects mutual respect and a joint commitment to problem-solving, and in any communications they shall focus on the merits of the particular issue in debate, address differences in a positive manner and not engage in personal attacks or make derogatory comments about their respective organizations, affiliates and leadership.

It is exceptionally disrespectful, not reflective of a positive relationship AND clearly derogatory.



These covers are to be removed immediately from each Union printed CBA that has already been distributed AND removed from all CBAs to be distributed in the future.

If no action, the Hospital will pursue all legal channels available. However, we anticipate this will not be necessary.

Please advise your progress.

Joan

Joan Kane, MS, PhD

Labor Relations Director

HCA Human Resources Group, Labor Relations COE

Sunrise Hospital and Medical Center and Sunrise Children's Hospital

P 702-961-9162 | M 702-595-4839

3186 South Maryland Pkwy | Las Vegas, NV 89109

joan.kane@hcahealthcare.com

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